

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Suggested Outline for an "SIS Open House" to be Held in the Bubble

FROM: <input type="text"/>	EXTENSION	NO.
C/SIS/SS/OP 1006 Ames Bldg.		DATE 17 June 1982

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DD/OP
1006 Ames Bldg.

17 JUN 1982

B

Attached is a suggested discussion outline for an SIS membership session with the DDCI in the auditorium.

2. EA/D/OP
5 E 58 Hqs.

18 JUN 1982

K

3. DD/OP 18 JUN 1982
5 E 58 Hqs.

B

4. D/OP
5 E 58 Hqs.

5.

6. *Should PA+?*

22 JUN 1982

7. *Let's discuss in*

8. *July!*

9.

10. C/SIS

11.

12.

13.

14.

15.

Jim: A good outline of what could be a meaningful meeting with SIS cadre. Before we commit ourselves to it, however, suggest we wait until July, maybe Aug. see if we still feel the need exists, and then first clear with John before announcing.

(Good work)

82-7139

17 June 1982

MEMORANDUM FOR: James N. Glerum
Director of Personnel

FROM:
Chief, SIS Support Staff/OP

STAT

SUBJECT: Suggested Outline For An "SIS Open House"
To Be Held In The Bubble

1. Recently we discussed an SIS program evaluation using a general questionnaire approach, however, you decided to hold an open forum with the DDCI and SIS membership in the auditorium to review policy changes, program accomplishments and to entertain questions on all facets of the SIS program.

2. The following is a suggested discussion outline for this purpose:

a. Introduction

- (1) Policy changes since the SIS was established.
- (2) How we differ from SES.
- (3) Two and one-half years of Program operation and what our "track record" has been.
- (4) Questions or comments from the membership.

b. Policy changes since the SIS was established in October 1979.

- Dropped the 80 hour annual leave "use or lose" rule.
- Revisions to sabbatical eligibility:
 - Three years SIS or equivalent service.
 - GS-15 tenure in an SIS position.
 - Career Service as well as eligible SIS officers may propose sabbaticals.
- Stipends and Performance Awards
 - Three versus five classes of performance awards
 - Awards allocations based on Career Service on-duty strength versus a supplemental allocation for non-careerists.

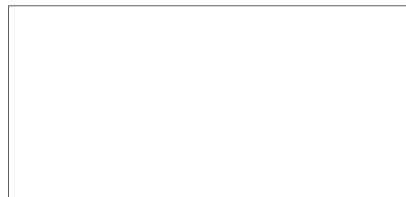
- SIS officers are eligible for Exceptional Accomplishment Awards but not eligible for Special Achievement Awards.
 - Senior Officer Development Program
 - Streamlined the Career Service reporting to OP requiring only the Succession Planning List and dropping personnel and position rosters for rotational assignments.
 - SIS candidates and replacements restricted to GS-15 and above versus GS-13 and above.
 - No longer require DDCI approval for routine SIS-1/2 assignments within the Career Service (except assignments) saving paperwork and layers of review.
 - We are attempting to institute internal management of SIS ceiling (94% of position requirements) that will provide additional headroom for promotional purposes.
- c. How do we differ from SES?
- Exempt from CSRA
 - Don't have as many bureaucratic procedures
 - We classify positions within the SIS to recognize increased responsibility and organizational level. We understand the "so called gradeless society" of SES has its problems.
 - We do follow the President's SES pay rates which caused a certain amount of grief at the SIS-1/2 level when the cap was lifted in January.
- d. Two and one-half years of SIS and our track record:
- Six promotion cycles
 - The panel and Career Service Board System is fair and equitable. Other agencies have shown interest in adopting our system.
 - Two Succession Planning exercises
 - Boards and panels select up to three replacements for SIS-1--SIS-3 positions.
 - Identify those immediately qualified or qualified in 1-3 years.
 - The large majority of assignments nominated to the

DCI/DDCI were identified in the succession planning lists indicating that the Career Services have done an effective job of career development planning.

- Two Stipend and Performance Awards cycles.
- 20% of the most deserving SIS officers received awards (unfortunately we have been constrained to the 20% level).
- The same boards and panels reviewed and recommended award nominees.
- We elected not to publicize the performance award recipients because many more SIS officers are deserving, however, we are limited by Congressional constraints.

e. Questions and comments from the membership:

3. The foregoing is a sample outline for discussion purposes and subject to your review we can provide additional data for formal presentation purposes.



STAT